

DOCUMENT RESUME

ED 138 176

HE 008 839

TITLE Women in Postsecondary Education in New York State. Students, Faculty, and Administrators. An Information Paper.

INSTITUTION New York State Education Dept., Albany.

PUB DATE Jul 76

NOTE 52p.

AVAILABLE FROM The University of the State of New York, The State Education Department, Albany, New York

EDRS PRICE MF-\$0.83 HC-\$3.50 Plus Postage.

DESCRIPTORS *Academic Rank (Professional); Cohort Analysis; College Students; *Employment Patterns; Enrollment; *Females; *Higher Education; Part Time Students; Professional Recognition; *Sex Discrimination; Sex Stereotypes; State Action; Statewide Planning; Statistical Data; Working Women

IDENTIFIERS Access (Education); Compliance; Education Amendments 1972 Title IX; *New York

ABSTRACT

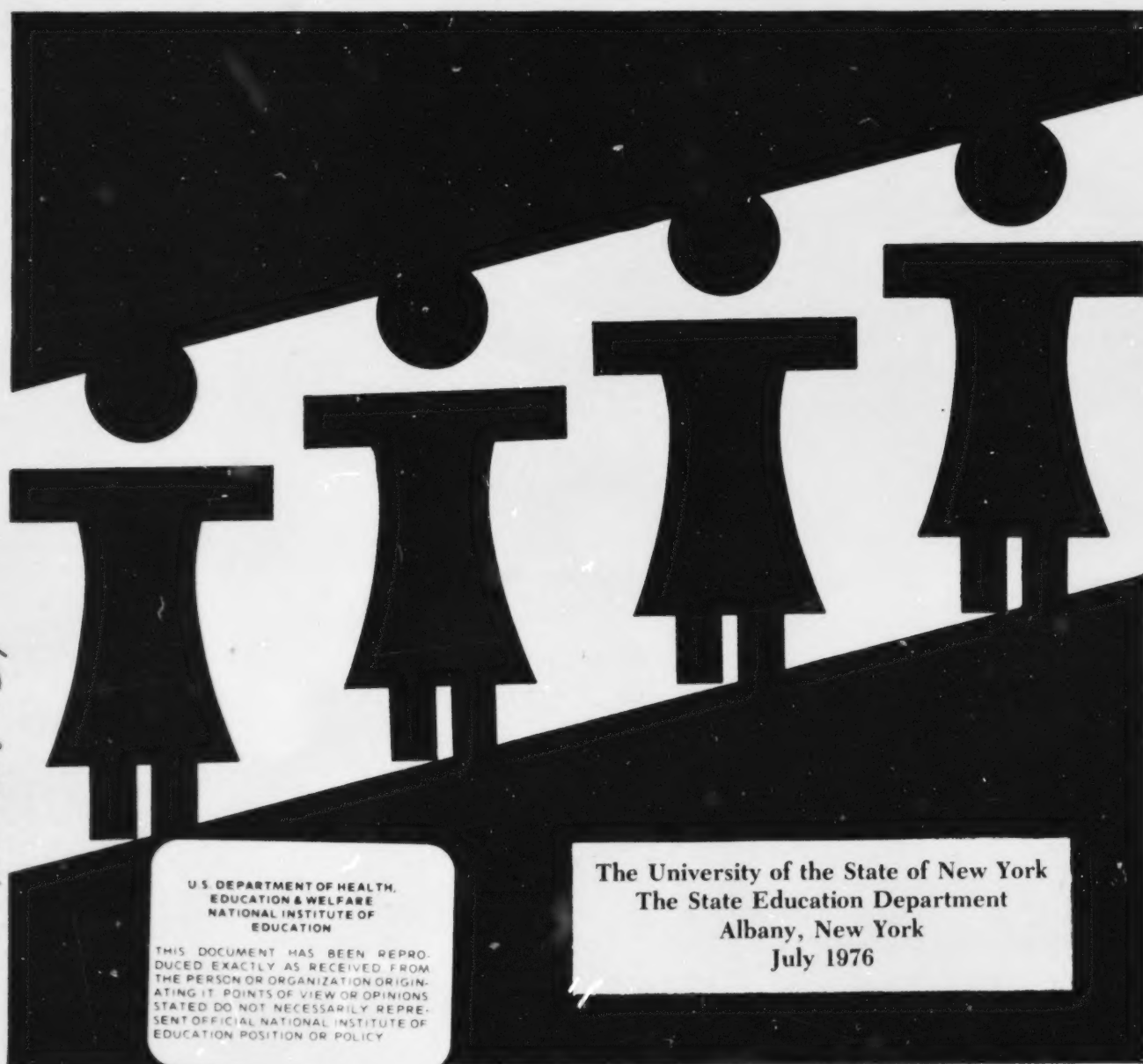
Current data for the State of New York and the nation as a whole are reviewed to determine the status of women in postsecondary education in New York. Areas of progress are noted and other areas where problems still exist are described. It is hoped that this paper will serve as a background document for reviewing statewide policy and will assist those who must respond to the provisions of Title IX. Included in this report are data on: population profiles by age cohorts and educational attainment; college participation by age groups, by level of enrollment, and by degree level attainment; participation by type of attendance and by sector; faculty hiring patterns and salaries; administration; and programs. It is concluded that women have made progress in access to postsecondary education, although they are more likely than men to be part-time students. At the advanced degree levels, they have historically received fewer degrees and rank correspondingly lower among faculty and other educational staff. More women are needed on faculties, particularly at the upper levels, and an expanded curriculum is needed in which sex role stereotyping is no longer an issue. (LBH)

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ED178170

Women In Higher Education In New York State

Students, Faculty, and Administrators



HF008839

WOMEN IN POSTSECONDARY EDUCATION
IN NEW YORK STATE

Students, Faculty, and Administrators

- An Information Paper -

The University of the State of New York
State Education Department
Albany, New York
July 1976

THE UNIVERSITY OF THE STATE OF NEW YORK

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Foreword

New York's colleges and universities have responded well to Regents policies for increasing opportunities for women in postsecondary education. While there is much that still needs to be done, New York's record of accomplishment in this area is foremost in the nation.

In adopting their Position Paper No. 14, Equal Opportunity for Women, the Regents re-emphasized their policy, established in their 1972 Statewide Plan for Postsecondary Education, of extending opportunities for women in postsecondary education.

In 1975, the New York State Education Department established a Resource Center on Women in Higher Education to assist colleges and universities as they voluntarily establish programs to reassess the imbalance in opportunities available to women and men in this State. Through information exchange, conference sponsorship, and direct help in Title IX compliance reports, the Resource Center has assisted colleges and universities in responding to Regents and Federal policies in this area.

The Department, while pleased with the accomplishments of these past several years, will continue its efforts to advance Regents policy to eliminate sex stereotypes and biases based upon sex that deprive our society of the full use of all of the State's available talent.

This paper has been prepared to examine the current status of our endeavors, to review our achievements, and to point to those areas where we need to continue to focus and strengthen our efforts.

I want to thank Sherry Penney and Charles Treadwell for developing the attached paper.

Ewald B. Nyquist
President of The University
of the State of New York and
Commissioner of Education

July 1976

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INTRODUCTION

Historically, women have been underserved by postsecondary education in several ways, including admissions practices, program major choices, ultimate degree level attainment, and access to faculty and administrative positions. Underlying these issues is the problem of the perpetuation of sex stereotyping throughout the educational system. Beliefs that women should study particular subjects and enter certain fields have predominated. Similarly, curricular and textbook materials and counseling services often present women in traditional or "acceptable" roles.

At the Federal and State levels, several steps have been taken to end discrimination based on sex throughout the educational system. In 1972, the Regents of The University of the State of New York issued Position Paper #14, Equal Opportunity for Women, which reaffirmed the Regents commitment to equal educational opportunities for women. The Regents proposed affirmative action to eliminate discriminatory practices in New York's educational system, and they established three major priorities: (1) recruiting and promoting qualified women in professional and managerial positions in education, (2) ending sexual stereotyping at the elementary and secondary level, and (3) providing equal opportunity for women as students and faculty members of higher education. The Regents paper also suggested that educational institutions exercise a leadership role in providing equal opportunity.

The goals outlined in the Regents position paper are in accord with Federal laws which call for the development of affirmative action plans by institutions that are Federal contractors. More recently, the Department of Health, Education and Welfare issued Regulations for implementing Title IX of the Education Amendments of 1972. Title IX requires that sex discrimination be eliminated in federally assisted education programs. It calls for an end to discriminatory practices in admissions, financial aid, housing, rules and regulations, employment practices, and athletics. Almost all of the nation's 2,700 postsecondary institutions are subject to Title IX, and institutions are required to undertake extensive reviews of institutional practices in order to ensure equity between the sexes.

State and Federal regulations, as well as a variety of steps underway at institutions, are bringing about changes in the educational system. This paper reviews current data for the State of New York and the nation as a whole in order to determine the status of women in postsecondary

education in New York. Areas of progress will be noted and other areas where problems still exist will be described. It is hoped that this paper will serve as a background document for reviewing statewide policy and will assist those who must respond to the provisions of Title IX.

I. Population Profiles: Age Cohorts and Educational Attainment

Discussion of the participation of women in postsecondary education must take into account the representation of women in the State's population. In 1975, women accounted for 52 percent of the State's total population, but less than half of the traditional college freshman-age cohort in New York State. Statewide, 83 percent of all college freshmen are between the ages of 15 and 19.¹ In 1975, women represented 49 percent of that age cohort in New York's population. Projected data indicate that women will continue to be a slight minority of the 15-19 year old cohort through the millenium.

Within other selected age cohorts, women are a majority but their percentages are declining. In 1970, over 54 percent of the 20-24 year olds and 52 percent of the 25-34 year olds in the State were women. By 1975, these proportions decreased to 51 percent and 51.3 percent respectively; by 1985, the proportions will decline even further to 50 percent and 49.5 percent. (See Appendix, Table A, p. 19.) By 2,000 A.D., women are expected to become a slight minority proportion of every age group between the age of 15 and 44.²

According to 1970 State census data for people over the age of 25, the sexes are nearly equal in the number completing 1-4 years of college, with 32,400 more men indicating such attainment out of 1.6 million respondents at this level. However, among those adults who at least graduated from high school, 26 percent of the men and only 15 percent of the women experienced 4 or more years of college. Both men and women over the age of 25 in New York State indicated a median of 12 school years completed. More women than men completed 1 or 3 years of college (postsecondary education), while more men completed 2 or 4 years. (See Appendix, Table B, p. 20.) This is not surprising because women, historically, have selected careers in areas (nursing, medical technology, cosmetology, business office technology) that require 1-year or 3-year diplomas and certificates from postsecondary institutions. This trend is changing, however, as will be discussed later.

¹Nationally, the percentage is 94 percent. See: American Freshman: National Norms for Fall 1975, Alexander W. Astin, American Council on Education, UCLA, p. 41.

²Demographic Projections for New York State Counties, (Preliminary), New York State Economic Development Board, November 1975.

II. College Participation - By Age Groups

Nationally, New York State ranks first among major states in the nation in terms of the proportion of female students in higher education.³ In recent years, women in New York State have also made significant progress in terms of increasing college attendance and the balance between the sexes.

The statewide collegiate participation rates for 1975 (enrollment as a percentage of available population) are approximately 8.0 percent for men and 6.5 percent for women. In 1970, these rates were 6.7 percent for men and 4.4 percent for women. Thus, over 161,000 more women are enrolled as degree-credit students now than were enrolled in 1970, or 51.3 percent more than the number enrolled in that year. The corresponding increase for men is only 24.6 percent, or 103,000 more enrolled (Table 1).

Overall, in 1975, 45,000 fewer women than men (or about 9.5 percent less) were enrolled as degree-credit students in New York State (including all age groups, full- and part-time, and undergraduate and graduate attendance). Women do, however, represent a clear majority of the non-degree credit enrollment at colleges and universities in the State.⁴ In terms of total enrollment (degree and nondegree), the male/female proportion is 51/49, with only 37,000 more men enrolled out of a total enrollment of 1.08 million.

Mature women (beyond the age of 34) participate in higher education in New York State more than their male counterparts (Table 1). In 1975, approximately 5,000 more women than men age 35 and above enrolled as degree-credit students in colleges and universities in New York State. The total number of men and women age 35 and above, so enrolled, is over 100,000.

³In 1974, only Alaska, Maryland, Mississippi, Vermont and Virginia had a higher proportion of women enrolled as degree-credit college students, as a percentage of total degree-credit enrollment.

⁴In Fall 1975, women comprised an estimated 55 percent (45,000 out of 82,000 students) of the total nondegree credit course enrollment at colleges and universities in New York State. Because of a dearth of historical data on nondegree enrollment, all remaining enrollment statistics will refer to degree-credit attendance only.

TABLE 1

COMPARISON OF DEGREE CREDIT COLLEGIATE PARTICIPATION RATES BY MEN
AND WOMEN IN VARIOUS AGE COHORTS, NEW YORK STATE, 1975

Age & Sex	Collegiate Enrollment Distribution (in %)	1975 Total Collegiate Enrollment ¹	1975 Popu- lation ²	Difference: (4) Minus (3)	Participation Rate
(1)	(2)	(3)	(4)	(5)	(6)
<u>15-19</u>					
Men	16.06	159,798	865,631	705,833	18.5%
Women	16.33	162,484	838,575	676,091	19.4%
<u>20-24</u>					
Men	20.05	199,498	777,397	577,899	25.7%
Women	16.56	164,773	810,074	645,301	20.3%
<u>25-34</u>					
Men	11.86	118,007	1,291,984	1,173,977	9.1%
Women	9.08	90,346	1,362,802	1,272,456	6.6%
<u>35-44</u>					
Men	3.11	30,945	949,425	918,480	3.3%
Women	3.51	34,925	1,030,547	995,622	3.4%
<u>45-59</u>					
Men	1.00	9,950	1,437,816	1,427,866	0.7%
Women	2.00	19,900	1,640,065	1,620,165	1.2%
<u>60+</u>					
Men	0.18	1,791	1,188,353	1,186,562	0.2%
Women	0.26	2,587	1,666,931	1,664,344	0.2%

<u>Total</u>					
<u>Above</u>	<u>100.00</u>	<u>995,004¹</u>	<u>13,859,600</u>	<u>12,864,596</u>	<u>7.2%</u>
Men	52.26	519,954	6,510,606	5,990,617	8.0%
Women	47.74	475,050	7,348,994	6,873,979	6.5%

¹Opening fall 1975 degree credit enrollment, by sex, distributed by age proportions indicated by preliminary sample of institutions within their 1976 Master Plans. Note: Detail may not add to total due to rounding.

²Source: Demographic Projections for New York State Counties, - (Preliminary), New York State Economic Development Board, November 1975.

Women of the 15-19 year old (traditional lower division undergraduate) cohort also participate at a higher rate than men in New York State. Men participate at a much higher rate, however, in the age group that represents the largest proportion of college enrollments, 20-24 years of age. This disparity correlates somewhat with the fact that more women than men freshmen expect to obtain an associate degree or lower as their highest degree.⁵ More women than men choose careers, such as nursing or medical technology, which can be initiated professionally with a 2-year degree or less, or with a 3-year diploma. Nationally, 22.7 percent of the 1975 women college freshmen expected to enter nursing or other health professional (non-medical doctor) career areas, while only 5.5 percent of the men indicated similar patterns of career choices.⁶

III. College Participation - By Level of Enrollment and Degree Level Attainment

A. Enrollments

There are more men than women enrolled at every degree level of college in New York State. However, in New York State, women comprise a larger proportion of the total enrollments at every degree level than is true nationally. Even though New York has made great strides toward improving access to higher education for women, some imbalance still exists. At the combined undergraduate and graduate (master's and doctoral) degree levels, the ratio of men to women is about 52/48, or approximately the reverse proportions of the State's 15-59 year old population⁷ (see Table 2).

⁵Astin's 1975 freshman study found that, nationally, 9.4 percent of the women and 6.3 percent of the men expected to achieve an associate degree or lower as their highest degree.

⁶Other studies indicate that women of the 20-24 year old range who have experienced some college work are likely to be working to finance their spouse's graduate studies or are starting families.

⁷The 15-59 year old population segment is significant in that, in New York, over 99 percent of all degree credit students are from that age group.

TABLE 2

TRENDS IN DEGREE CREDIT ENROLLMENT AT COLLEGES AND UNIVERSITIES
IN NEW YORK STATE, BY SEX OF STUDENT
FALL 1970 AND FALL 1975

Type of Enrollment	Fall 1970				Fall 1975			
	Men		Women		Men		Women	
	Number	%	Number	%	Number	%	Number	%
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
<u>Total Enrollment</u>	437,099	57.2%	327,060	42.8%	519,954	52.3%	475,050	47.7%
<u>Undergraduate Enrollment</u>	339,956	55.9%	268,195	44.1%	420,251	52.1%	386,382	47.9%
<u>Graduate Enrollment</u> (Master's and Doctoral)	82,389	58.9%	57,491	41.1%	85,257	50.3%	84,245	49.7%
<u>First-Professional Enrollment</u>	14,515	90.0%	1,613	10.0%	14,446	76.7%	4,423	23.4%

At the college freshman level, women in New York State participate proportionately to their representation within the traditional 15-19 college freshman age cohort. In 1975, women represented 49.2 percent of that age cohort, while recent enrollment statistics indicate that women comprised 49.1 percent of the State's full-time first-time college freshmen.⁸ Nationally, the proportion of freshmen who are women is about 47 percent. Women are, however, considerably underrepresented at the first-professional level (law, medicine, dentistry, etc.), with the 1975 enrollment ratio being 77/23, men to women. Nationally, this ratio is 82/18. This pattern, however, appears to be changing rapidly.

The number of female college students in New York State has grown faster than its male counterpart. This is especially true at the advanced degree (post-baccalaureate) levels. The number of women enrolled as first-professional degree students has more than doubled in the last five years, while the number of men has declined. The growth rate of graduate (master's and doctoral) enrollments of women has been more than three times as great as the rate for men in the last five years.

Between 1970 and 1975, the number of women enrolled at all advanced degree levels increased by nearly 30,000, or 50 percent. The corresponding increase for men was only 200 or 0.2 percent. Between 1970 and 1975, the number of men enrolled at the first-professional level declined by 69, while the number of women increased by over 2,800. While women still represent only 23.4 percent of the first-professional enrollments, they have more than doubled in total numbers and as a percent of those enrolled at the first-professional level.

There are some significant changes in fields which have traditionally evidenced low participation rates by women. Nationally, the number of women in the entering class of medical school has tripled since 1964-65.⁹ Women constituted 17.8 percent of the 5,800 students enrolled in New York in 1973-74. Similarly, there has been an increase in the number of females enrolled in law schools. In New York State, women represented 18.1 percent of the 9,000 students enrolled in 1973-74. In some areas, however, women are still underrepresented. In dentistry, females accounted for only

⁸ Opening fall 1975 enrollment. In 1970, the percentage of women among all freshmen was 44 percent, and of the 15-19 age cohort, 50.1 percent.

⁹ Chronicle of Higher Education, July 22, 1974.

5.2 percent of the enrollments in 1973-74. In engineering, at the undergraduate level, enrollment of women is low at 2.3 percent (see Appendix, Tables C, D and E). While women continue to be somewhat underenrolled in several areas, the overall trend clearly demonstrates their increased participation in postsecondary education.

B. Degrees Awarded

The increased participation of women in higher education in New York State becomes especially evident when longer term data on degrees awarded are examined. Women now annually receive nearly the same number of associate, baccalaureate, and master's degrees combined, annually, as men do (77,500, as compared to 85,500 for men, see Table 3). Between 1968 and 1974, the number of women who received a college degree in New York increased 68 percent, as compared to an increase of 48 percent for men. If present New York State trends continue, by 1979-80 men and women will receive an equal number of total collegiate degrees annually. Within several degree levels, the degrees-awarded growth rates for women were several times those for men. As can be noted in Table 3, the number of advanced degrees awarded to women has increased rapidly, and is equal between the sexes at the master's degree level. It will still be some time, however, before an equal representation of the sexes is evident at the doctoral and first-professional levels, if historical patterns continue. The male-to-female ratios of degrees received in 1973-74 were 3-to-1 at the doctoral level and 7-to-1 at the first-professional level (see Appendix, Table F, p. 24).

Astin notes that most of the recent national increase in the number of freshmen planning to go to graduate schools can be attributed to women. The percentage of freshmen women indicating that they are interested in advanced degrees has doubled in only the last four years, while the percentage of men interested in graduate school increased only slightly. This will further accelerate the growth rates of graduate degrees received by women.

It is predicted that by 1979-80, nearly 30 out of every 100 degrees awarded to women will be advanced degrees. For men, the proportion will be only 25 out of 100. To put it another way, by 1979-80 women may be receiving several thousand more advanced degrees annually in New York State than will men.

Several factors will work both to promote and to retard the realization of this projected trend. While in 1973-74, 55 percent of all advanced degrees earned by women in the State were in the field of education (see Appendix, Table G, p. 25),

TABLE 3
COLLEGIATE DEGREES AWARDED IN NEW YORK STATE,
BY DEGREE LEVEL, BY SEX, 1967-68 and 1973-74

	1967-68		1973-74		% Increase	
	Men	Women	Men	Women	Men	Women
<u>Total Degrees</u>	<u>62,448</u>	<u>47,061</u>	<u>92,453</u>	<u>79,042</u>	<u>48.0%</u>	<u>68.0%</u>
Associate	11,469	9,238	22,243	20,317	93.9	120.0
Baccalaureate	32,366	27,884	44,631	39,125	37.9	40.3
Masters	12,815	9,187	18,593	18,095	45.1	97.0
Doctoral	2,225	495	2,763	917	24.2	85.3
1st Professional	3,573	257	4,223	588	18.2	128.8
Total Advanced Degrees	18,613	9,939	25,579	19,600	37.4%	97.2%

Source: Annual Educational Summary, 1967-68 and 1973-74, New York State Education Department.

the number of current college freshmen selecting education as a field of study has declined dramatically as a result of poor job prospects. Thus, future advanced degree growth in this area will be curtailed accordingly (see Appendix, Table H, p. 26).

Countering the decline of education graduates is a dramatic increase in the number of women selecting a "first-professional" career such as law, dentistry, and medicine. Women currently enrolled as college freshmen are three times as likely to pick such a field as were the women freshmen of 1966.

Table I, p. 27, provides trend data on all degrees awarded in New York State, by field. Education, the social sciences, and letters are still the major program choices by women, but they are becoming less so. More women are selecting fields such as psychology, the health professions, the biological sciences, and business. Men continue to select business as their major field of study, while some increases are noted in education, the arts, and psychology.

IV. Participation - By Type of Attendance and By Sector

More women attend college on a part-time basis than do men in New York State. In 1975, 42.1 percent of all female degree credit students were studying part-time, compared to 35.2 percent of the male students. Table J in the Appendix shows that 16,700 more women than men were part-time degree-credit students in the fall of 1975.

Tables K and L in the Appendix indicate the distribution of women students among the sectors of postsecondary education in the State. Women represent the majority of part-time students at nearly every sector and for several degree levels. More importantly, women are equally served by the three major sectors--the State University, the City University, and the independent institutions--of postsecondary education in the State. In each sector, the percentage of women students enrolled parallels the proportion of the total statewide degree-credit enrolled (see Appendix, Table L, p. 30). That is, each sector's share of both total degree-credit enrollment and total women enrolled is roughly one-third.

V. Summary - Enrollments

In summary, in the area of enrollments, women have made significant gains in New York. There are more women on campuses and in a greater variety of fields than have been seen for some time. The advent and implementation of Title IX will enhance the trend of increased female participation. No longer may graduate and professional schools maintain quotas in admissions, and, at all levels, financial aid must be awarded in a manner which does not discriminate on the basis of sex.¹⁰ Consequently, the place of the woman student in postsecondary education should show continued improvement in the years ahead.

VI. Faculty

A. Hiring Patterns

There are areas in education, however, where change for women has been minimal. An examination of hiring patterns for college and university faculty shows that there has been no significant change and that the proportion of women faculty members has increased only slightly. There also continues to be considerably fewer women than men employed as professional staff. In 1959-60, the national proportion of women faculty members was 19.1 percent.¹¹ Nationally, the largest increase has been at the instructor level, while the percent of women as professors fell from 9.9 percent in 1959-60 to 9.4 percent in 1974-75. In New York, the figures are somewhat better with 24.4 percent of the full-time institutional instructional faculty posts held by women in 1972-73, and 26.2 percent in 1974-75 (see Table 4), but statistics for New York indicate the same trend. Women continue to be underrepresented at the higher faculty ranks,

¹⁰ A recent State Education Department study showed that male graduate students, doctoral and master's, generally acquired larger mean grant amounts than female students during the 1974-75 academic year. The largest difference occurred at The City University of New York, where male doctoral students (\$1,710) received nearly twice the amount that female students did (\$881).

¹¹ Carnegie Council on Policy Studies in Higher Education, Making Affirmative Action Work in Higher Education, (1975); Chronicle of Higher Education, March 12, 1973.

TABLE 4

TREND OF INSTRUCTIONAL FACULTY AND EXECUTIVE,
ADMINISTRATIVE, AND MANAGERIAL STAFF
NEW YORK STATE
1973-74 AND 1974-75

Year	Full-time			Part-time		
	Women	Total	Percent Women	Women	Total	Percent Women
<u>1972-73</u>						
Instructional Faculty	9,462	38,821	24.4%	5,191	18,618	27.9%
Executive, Administrative, and Managerial	2,129	7,464	28.5%	120	348	34.5%
<u>1973-74</u>						
Instructional Faculty	9,989	39,567	25.3%	6,064	22,208	27.3%
Executive, Administrative, and Managerial	2,344	7,875	29.8%	109	362	30.1%
<u>1974-75^a</u>						
Instructional Faculty	10,500	40,033	26.2%	7,322	25,032	29.3%
Executive, Administrative, and Managerial	2,309	7,528	30.7%	117	318	36.8%

^aPreliminary data.

Source: Information Center on Education, New York State Education Department.

comprising only 10 percent of the full professors and 19 percent of the associate professors in the State. However, this corresponds somewhat with the fact that more men than women faculty have advanced degrees beyond the master's. (Nationally, in 1972-73, 45 percent of the men college faculty had advanced degrees beyond the master's, while only 24 percent of the women faculty did.)

Data on the numbers of faculty gaining tenure follow the same trend. Fewer women than men have continued to receive tenure in New York. Only 23 percent of the faculty positions leading to tenure are held by women while 42 percent of those faculty positions outside the tenure-eligible structure are held by women.

B. Salaries

Women faculty, nationally and in New York, continue to earn less than their male colleagues.¹² The difference in national average salaries for men and women for all ranks was about 21 percent in 1972-73 (\$14,360 vs. \$11,901). In New York State, the difference in salaries for men and women ranges from three to ten percent, depending on rank.

As noted earlier, enrollment by women for advanced degrees is growing at a rapid rate and could theoretically alter the faculty employment trend described above. The long-term employment gains possible for women, however, are difficult to predict. Many colleges are expecting enrollment stabilization and decline in the next 10 to 15 years and consequently are not hiring new faculty. At the same time, they are curtailing promotions and tenure appointments among current faculty members. These factors may inhibit the opportunities for women to fully participate and advance within the college faculty profession.

VII. Administration

Women are also underrepresented at the highest levels of administration in higher education. While the goal in the Regents Position Paper #14 is that, "...priority should be given to the appointment of qualified women as superintendents, principals, college presidents, and deans. . .", there are still only a few female college presidents. With the

¹²Ibid.

exception of "women's colleges," relatively few women hold top administrative positions in postsecondary education. When women are appointed to an administrative position, it often is as assistant to the president or dean and not as president or dean.

Nationally, less than five percent of the presidencies of colleges and universities are held by women, and three-fourths of those that are held by women are in church-related institutions. In New York, there were 21 degree-granting institutions out of 242 (nine percent) headed by females in 1974-75; 15 of these were church-related (or formerly church-related institutions). In 1975-76, 22 postsecondary institutions out of 238 had female presidents (see Table 5), 21 in the nonpublic sector and only one public institution, and all but four were nonsecular institutions. At the level of executive or academic vice president, the numbers continue to be small. Women held 27 percent of the positions designated as assistant to the president, but only 15 percent of the positions as chief academic officer (see Table M in the Appendix). "The higher the fewer" is still the rule, both nationally and in New York.

VIII. Programs

Institutions have become more aware of the adult learner, and throughout the State and nation are designing special programs to serve this clientele. Special programs are being established to be more compatible with the schedules of students who have additional job and family responsibilities. A preliminary survey of New York collegiate institutions indicates that over 30 have some type of special program for the adult woman student. Another 50 or so lack specific programs but do offer special courses and/or services to meet the needs of adult women students. Most of these students, as indicated earlier in this paper, attend college part-time, and their participation rate has continued to grow.

The problem of sex stereotyping remains, but some changes are underway. The advent of women's studies courses and programs has shown marked growth nationally and in New York. Such courses and programs are now offered at 102 campuses in the State, and degrees in women's studies can be obtained at seven institutions, with advanced degrees available at three more.¹³ In addition to the courses themselves, new scholarly research, particularly in the social sciences, is

¹³Florence Howe, "Women's Studies in New York" in PS (Sept./Oct. 1975), New York State Education Department, Albany, New York 12230.

TABLE 5
CHIEF EXECUTIVE OFFICERS
NEW YORK STATE
1974-75

Type of Degree-Granting Institution	Women	Total	Percent
<u>Public and Nonpublic Colleges</u> (exclusive of degree-program institutions)	18	218	8%
<u>Degree-Program Institutions^a</u>	3	24	12%
<u>Total</u>	21	242	9%

^aOccupational institutions authorized by the Regents to grant degrees on a program basis.

CHIEF EXECUTIVE OFFICERS
NEW YORK STATE
1975-76

Type of Degree-Granting Institution	Women	Total	Percent
<u>Public and Nonpublic Colleges</u> (exclusive of degree-program institutions)	19	214	9%
<u>Degree-Program Institutions^a</u>	3	24	12%
<u>Total</u>	22	238	9%

^aOccupational institutional authorized by the Regents to grant degrees on a program basis.

Source: Information Center on Education, New York State Education Dept.

beginning to challenge sexual stereotyping in texts and curricula, not only at the elementary and secondary level but in postsecondary education as well. More attention is now given to women in instructional materials, sexist remarks are challenged, and women as well as men students are encouraged to look at the problems which have been created by past stereotyping. (For women, it has meant the lack of encouragement at successive levels in the educational system and the lack of support for entering certain vocational and professional fields.) As the enrollment data indicate, change is beginning to occur in this area.

IX. Summary

Women have made progress in access to postsecondary education. They outnumber men in college at more mature age levels, but are more likely to be part-time students. At the advanced degree levels, however, they have historically received fewer degrees and rank correspondingly lower among faculty and other educational professional staff. Within certain occupational categories, their numbers are stronger, although the numbers may shift here as both sexes choose careers in previously stereotyped areas.

More women are needed on faculties, particularly at the upper levels, and women presidents should no longer be a rarity. An expanded curriculum, in which the problem of sex role stereotyping is no longer an issue, is in order. In 1976, New York State is closer to achieving the goals outlined in the Regents Position Paper, and the full implementation of the Regulations for Title IX will result in an educational system which is responsive to the needs of all persons--male and female.

APPENDIX

TABLE A'

FEMALE PROPORTION OF SELECTED AGE COHORTS OF THE POPULATION
IN NEW YORK STATE, 1970, 1975, 1980 and 1985

Age	Number of Women in New York State Population							
	1970		1975		1980		1985	
	# (millions)	% of Cohort	# (millions)	% of Cohort	# (millions)	% of Cohort	# (millions)	% of Cohort
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
15 - 19	.8	50.1%	.9	49.2%	.8	49.3%	.7	49.2%
20 - 24	.7	54.2%	.8	51.0%	.9	50.0%	.8	50.0%
25 - 34	1.2	52.1%	1.4	51.3%	1.5	50.3%	1.7	49.5%
35 - 44	1.1	52.0%	1.0	52.0%	1.1	52.3%	1.3	51.8%
All Ages	9.5	52.2%	9.5	52.0%	9.5	52.0%	9.7	51.9%

Source: Demographic Projections for New York State Counties, -(Preliminary), New York State Economic Development Board, November 1975.

TABLE B

YEARS OF SCHOOL COMPLETED BY NEW YORK STATE
RESIDENTS 25 YEARS AND OVER, BY SEX, 1970

New York State Population Segment	Completed High School	Years of College Completed					Median School Years Completed
		1	2	3	4	5 or More	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Total, 25 Years and Older	3,249,934	350,740	451,008	195,879	650,007	588,528	12.1
Men, 25 Years and Older	1,315,757	166,090	231,991	93,753	348,201	391,305	12.1
Women, 25 Years and Older	1,934,177	184,650	219,017	102,126	301,806	197,223	12.1
Difference: Women minus Men ¹	618,420	18,560	-12,974	8,373	-46,395	-194,082	-

¹A negative entry indicates that more men than women have achieved the indicated level of education. The total difference for college attendance between the sexes is -226,518; that is, 226,518 more men than women in New York State had completed some college as of 1970.

Source: U. S. Census Bureau, "Detailed Characteristics for New York State, 1970," table 148.

TABLE C

SUMMARY OF FULL- AND PART-TIME DEGREE CREDIT FIRST-PROFESSIONAL ENROLLMENT
 BY FIELD OF STUDY, PROGRAM STATUS, SEX, AND TYPE OF INSTITUTION
 NEW YORK STATE
 1973-74

Field of Study	First-Professional Degree Enrollment								
	Full-Time			Part-Time			Total		
	Men	Women		Total	Men	Women	Total	Number	% Women
		#	%						
Health Professions	6,429	1,145	15.1	7,574	3	-	3	7,577	15.1
Dentistry	1,216	67	5.2	1,283	-	-	-	1,283	5.2
Medicine	4,731	1,023	17.8	5,754	3	-	3	5,757	17.8
Optometry	55	10	15.4	65	-	-	-	65	15.4
Podiatry	214	8	3.6	222	-	-	-	222	3.6
Osteopathy	-	-	-	-	-	-	-	-	-
Vet. Medicine	213	37	14.8	250	-	-	-	250	14.8
Law	6,342	1,482	18.9	7,824	1,059	149	1,208	9,032	18.1
Theology	925	99	9.7	1,824	32	15	47	1,871	10.6
Other	1	4	80.0	5	-	-	-	5	80.0
Total New York State	13,697	2,730	16.6	16,427	1,094	164	1,258	17,685	16.4

TABLE D

UNDERGRADUATE - UPPER DIVISION JUNIOR DEGREE CREDIT ENROLLMENT IN INSTITUTIONS
OF HIGHER EDUCATION BY MAJOR SUBJECT AREA, YEAR OF STUDY, ATTENDANCE STATUS,
AND SEX OF STUDENT - NEW YORK STATE 1973-74

Major Subject Area	Upper Division - Junior									
	Full-Time			Part-Time			Total			
	Men	Women		Total	Men	Women	Total	Men	Women	Total
		#	%							
Agriculture & Nat. Resources	515	172	25.0	687	7	3	10	522	175	697
Arch. & Environmental Design	771	211	21.5	982	80	10	90	851	221	1,071
Area Studies	129	172	57.1	301	11	32	43	140	204	344
Biological Sciences	3,535	1,769	33.4	5,304	216	216	432	3,751	1,985	5,736
Business and Management	7,331	1,405	16.1	8,736	2,808	597	3,405	10,139	2,002	12,141
Communications	900	726	44.7	1,626	89	93	182	989	819	1,808
Computer & Info. Sciences	473	136	22.3	609	166	20	186	639	156	795
Education	2,494	7,447	74.9	9,941	338	853	1,191	2,832	8,300	11,132
Engineering	3,781	91	2.4	3,872	1,056	19	1,075	4,837	110	4,947
Fine & Applied Arts	1,910	3,015	61.2	4,925	210	426	636	2,120	3,441	5,561
Foreign Languages	445	1,367	75.4	1,812	67	166	233	512	1,533	2,045
Health Professions	1,174	3,833	76.6	5,007	210	741	951	1,384	4,574	5,958
Home Economics	135	831	86.0	966	3	127	130	138	958	1,096
Law	17	6	26.1	23	4	1	5	21	7	28
Letters	2,502	3,320	57.0	5,822	204	407	611	2,706	3,727	6,433
Library Science										
Mathematics	1,202	1,068	47.1	2,270	104	77	181	1,306	1,145	2,451
Military Sciences										
Physical Sciences	1,891	500	20.9	2,391	271	93	364	2,162	593	2,755
Psychology	1,467	3,260	56.9	5,727	296	737	1,033	2,763	3,997	6,760
Public Affairs & Services	610	379	38.3	989	253	48	301	863	427	1,290
Social Sciences	7,733	5,078	39.6	12,811	764	1,013	1,777	8,497	6,091	14,588
Theology	144	76	34.6	220	7	3	10	151	79	230
Interdisciplinary Studies	1,313	1,111	45.8	2,424	178	222	400	1,491	1,333	2,824
Other	4,492	3,515	43.9	8,007	3,609	4,414	8,023	8,101	7,929	16,030
Total	45,964	39,488		85,452	10,951	10,318	21,269	56,915	49,806	106,721

*Excludes Organized Occupational, Extension, and Unclassified Students

TABLE E

UNDERGRADUATE - UPPER DIVISION SENIOR DEGREE CREDIT ENROLLMENT IN INSTITUTIONS
OF HIGHER EDUCATION BY MAJOR SUBJECT AREA, YEAR OF STUDY, ATTENDANCE STATUS,
AND SEX OF STUDENT - NEW YORK STATE 1973-74

Major Subject Area	Upper Division - Senior												
	Full-Time				Part-Time			Total			Total-Upper Div.		
	Men	Women		Total	Men	Women	Total	Men	Women	Total	Full-Time	Part-Time	Total
		#	%										
Agriculture & Nat. Resources	549	92	14.4	641	6	3	9	555	95	650	1,328	19	1,347
Arch. & Environmental Design	764	138	15.3	902	124	24	148	888	162	1,050	1,884	238	2,122
Area Studies	115	160	58.2	275	11	17	28	126	177	303	576	71	647
Biological Sciences	2,776	1,354	32.8	4,130	305	187	492	3,081	1,541	4,622	9,434	924	10,358
Business & Management	5,616	829	12.9	6,445	2,489	328	2,817	8,105	1,157	9,262	15,181	6,222	21,403
Communications	605	475	44.0	1,080	76	97	173	681	572	1,253	2,706	355	3,061
Computer & Info. Sciences	430	98	18.6	528	130	14	144	560	112	672	1,137	330	1,467
Education	2,083	6,796	76.5	8,879	390	1,030	1,420	2,473	7,826	10,299	18,820	2,611	21,431
Engineering	3,733	84	2.2	3,817	840	10	850	4,573	94	4,667	7,689	1,925	9,614
Fine & Applied Arts	1,677	2,403	58.9	4,080	320	529	849	1,997	2,932	4,929	9,005	1,485	10,490
Foreign Languages	370	1,299	77.8	1,669	67	171	238	437	1,470	1,907	3,481	471	3,952
Health Professions	1,135	2,966	72.3	4,101	134	421	555	1,269	3,387	4,656	9,108	1,506	10,614
Home Economics	99	593	85.7	692	12	81	93	111	674	785	1,658	223	1,881
Law	16	1	5.9	17	5	0	5	21	1	22	40	10	50
Letters	2,350	3,102	56.9	5,452	335	502	837	2,685	3,604	6,289	11,274	1,448	12,722
Library Science	0	1	100.0	1	1	1	2	1	2	3	1	2	3
Mathematics	1,111	984	47.0	2,095	190	92	282	1,301	1,076	2,377	4,365	463	4,828
Military Sciences													
Physical Sciences	1,660	402	19.5	2,062	263	48	311	1,323	450	2,373	4,453	675	5,128
Psychology	2,176	2,688	55.3	4,864	384	679	1,063	2,560	3,367	5,927	10,591	2,096	12,687
Public Affairs & Services	441	369	45.6	810	189	51	240	630	420	1,050	1,799	541	2,340
Social Sciences	6,868	4,295	38.5	11,163	1,166	835	2,001	8,034	5,130	13,164	27,974	3,778	27,752
Theology	166	88	34.6	254	8	4	12	174	92	266	474	22	496
Interdisciplinary Studies	1,135	966	46.0	2,101	178	222	400	1,313	1,188	2,501	4,525	800	5,325
Other	1,311	1,041	44.3	2,352	1,078	865	1,943	2,389	1,906	4,295	10,359	9,966	20,325
Total	37,186	31,224		68,410	8,701	6,211	14,912	45,887	37,435	83,322	153,862	36,181	190,043

*Excludes Organized Occupational, Extension, and Unclassified Students

TABLE F

COLLEGIATE DEGREES AWARDED BY COLLEGES AND UNIVERSITIES
IN NEW YORK STATE, BY SEX AND BY LEVEL OF DEGREE,
1967-68, 1971-72, 1973-74

Type of Degree	1967-68				1971-72				1973-74			
	Men		Women		Men		Women		Men		Women	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total Degrees	62,448	57.0	47,061	43.0	85,043	55.1	69,236	44.9	92,453	53.9	79,042	46.1
Associate	11,469	55.4	9,238	44.6	18,191	52.5	16,454	47.5	22,243	52.3	20,317	47.7
Baccalaureate	32,366	53.7	27,884	46.3	42,521	54.1	36,010	45.9	44,631	53.3	39,125	46.7
Master's	12,815	58.2	9,187	41.8	17,609	53.0	15,643	47.0	18,593	50.7	18,095	49.3
Doctoral	2,225	81.8	495	18.2	2,793	77.7	802	22.3	2,763	75.1	917	24.9
First-Professional	3,573	93.3	257	6.7	3,929	92.3	327	7.7	4,223	87.8	588	12.2

¹Share of total degrees awarded at indicated level.

Source: Annual Educational Summary, 1971-72 and 1973-74, State Education Department.

TABLE G

BACHELOR'S AND HIGHER DEGREES CONFERRED
BY FIELD OF STUDY AND LEVEL OF DEGREE
NEW YORK STATE
1973-74

Major field of study	Bachelor's degrees		First professional degrees		Master's degrees		Doctoral degrees		All degrees	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Agriculture and natural resources	528	80	--	--	79	12	59	1	666	93
Architecture and environmental design	786	146	--	--	236	74	15	--	1,037	220
Area Studies	141	217	--	--	38	51	13	3	192	271
Biological Sciences	3,054	1,459	--	--	412	240	255	84	3,721	1,783
Business and Management	7,803	1,148	--	--	4,035	325	95	4	11,933	1,477
Communications	608	362	--	--	287	156	10	--	905	518
Computer and information sciences	572	123	--	--	204	36	22	2	798	161
Education	2,464	8,620	--	--	4,553	10,171	401	231	7,418	19,022
Engineering	4,278	81	--	--	1,793	37	333	6	6,404	124
Fine and Applied Arts	1,831	2,842	--	--	559	565	63	33	2,453	3,440
Foreign languages	557	1,872	--	--	241	485	60	60	858	2,417
Health professions	758	3,181	1,575	183	243	696	30	15	2,606	4,075
Home economics	111	693	--	--	10	114	6	13	127	820
Law	20	--	2,398	378	418	22	6	--	2,842	400
Letters	3,259	4,657	--	--	735	977	233	139	4,227	5,773
Library science	--	2	--	--	279	920	2	5	281	927
Mathematics	1,385	1,197	--	--	484	256	120	16	1,989	1,469
Military sciences	--	--	--	--	--	--	--	--	--	--
Physical sciences	1,748	424	--	--	489	88	360	31	2,597	543
Psychology	2,947	3,705	--	--	513	433	191	121	3,651	4,259
Public Affairs and services	707	505	--	--	817	1,008	32	17	1,556	1,530
Social sciences	9,573	6,456	--	--	1,497	771	422	129	11,492	7,356
Theology	29	24	247	24	192	83	19	3	487	134
Interdisciplinary studies	1,472	1,331	--	--	479	575	16	4	1,967	1,910
Other	--	--	3	3	--	--	--	--	3	3
TOTAL	44,631	39,125	4,223	588	18,593	18,095	2,763	917	70,210	58,725

Source: Annual Educational Summary, 1973-74, New York State Education Department.

TABLE H
PERCENTAGE OF MEN AND WOMEN COLLEGE FRESHMEN
SELECTING TEACHING AS A PROBABLE
CAREER OCCUPATION
1966-1975

Probable Career Occupation: Teacher, secondary (in Percentages)

	<u>Men</u>	<u>Women</u>	<u>All</u>
1966	10.5	18.4	14.1
1967	10.4	18.8	14.1
1968	11.5	18.1	14.4
1969	9.9	17.2	13.1
1970	5.7	14.4	11.3
1971	6.6	11.0	8.6
1972	5.0	8.4	6.5
1975	2.7	4.5	3.5

Probable Career Occupation: Teacher, elementary (in Percentages)

	<u>Men</u>	<u>Women</u>	<u>All</u>
1966	0.8	15.7	7.6
1967	0.8	17.6	8.3
1968	1.2	19.4	9.1
1969	1.0	19.3	9.0
1970	0.9	16.6	8.0
1971	0.9	13.8	6.8
1972	0.7	11.1	5.6
1975	0.5	5.8	3.0

Source: The American Freshman: National Norms, Fall 1966-1975,
Alexander W. Astin.

TABLE I

DISTRIBUTION OF ALL COLLEGIATE DEGREES AWARDED TO MEN AND WOMEN
IN NEW YORK STATE, BY MAJOR FIELD OF STUDY, 1967-68 AND 1973-74

	Degrees Awarded							
	1967-68				1973-74			
	Men		Women		Men		Women	
	#	%	#	%	#	%	#	%
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Total Degrees	50,979	100.0%	37,823	100.0%	70,210	100.0%	58,725	100.0%
Agriculture*	738	1.5%	70	0.2%	666	0.9%	93	0.2%
Architecture	410	0.8%	33	0.1%	1,037	1.5%	220	0.4%
Area Studies	NA	-	NA	-	192	0.3%	271	0.5%
Biological Science	2,523	4.9%	1,038	2.7%	3,721	5.3%	1,783	3.0%
Business	7,985	15.7%	706	1.9%	11,933	17.0%	1,477	2.5%
Communication	NA	-	NA	-	905	1.3%	518	0.9%
Computer Science	68	0.1%	3	-	798	1.1%	161	0.3%
Education	4,466	8.8%	12,926	34.2%	7,418	10.6%	19,022	32.4%
Engineering	5,847	11.5%	51	0.1%	6,404	9.1%	124	0.2%
Fine and Applied Arts	1,577	3.1%	2,582	6.8%	2,453	3.5%	3,440	5.9%
Foreign Languages	1,030	2.0%	2,293	6.1%	858	1.2%	2,417	4.1%
Health Professions	1,774	3.5%	1,649	4.4%	2,606	3.7%	4,075	6.9%
Home Economics	46	-	452	1.2%	127	0.2%	820	1.4%
Law	2,221	4.4%	132	0.4%	2,842	4.1%	400	0.7%
Letters**	3,622	7.1%	4,632	12.2%	4,227	6.0%	5,773	9.8%
Library Science	169	0.3%	805	2.1%	281	0.4%	927	1.6%
Math	1,980	3.9%	1,341	3.5%	1,989	2.8%	1,469	2.5%
Military Science	6	-	1	-	0	-	0	-
Physical Science	2,617	5.1%	456	1.2%	2,597	3.7%	543	0.9%
Psychology	2,005	3.9%	1,796	4.7%	3,651	5.2%	4,259	7.3%
Public Affairs	NA	-	NA	-	1,556	2.2%	1,530	2.6%
Social Sciences	10,009	19.6%	6,098	16.1%	11,492	16.4%	7,356	12.5%
Theology (including Religion)	782	1.5%	247	0.7%	487	0.7%	134	0.2%
Other***	1,104	2.2%	512	1.4%	1,970	2.8%	1,913	3.2%

*Includes Forestry and Geography.

**Includes English, Folklore, Journalism, and Philosophy

***Includes Trade, Interdisciplinary, All Others.

Source: Annual Educational Summary, 1967-68 and 1973-74, State Education Department.

Note: Detail may not add to total due to rounding.

TABLE J

DEGREE CREDIT ENROLLMENT AT NEW YORK STATE COLLEGES AND UNIVERSITIES BY SEX, TYPE
OF ATTENDANCE AND DEGREE LEVEL, BY TYPE AND CONTROL OF INSTITUTION, FALL 1975

(1)	Undergraduate				Graduate				1st Professional			
	Full-Time		Part-Time		Full-Time		Part-Time		Full-Time		Part-Time	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
<u>Total State</u>	296,003	252,373	124,248	134,009	27,663	18,759	57,624	65,486	13,171	4,059	1,275	364
4-Year	207,928	175,510	60,559	68,154	27,633	18,759	57,624	65,486	13,171	4,059	1,275	364
2-Year	88,075	76,863	63,689	65,855	-	-	-	-	-	-	-	-
<u>SUNY</u>	114,343	101,449	50,339	50,054	7,329	4,646	10,624	15,118	2,878	815	17	2
4-Year	55,886	55,718	9,321	9,186	7,329	4,646	10,624	15,118	2,878	815	17	2
2-Year												
Comm. Coll.	46,080	36,981	36,282	37,272	-	-	-	-	-	-	-	-
Ag. & Tech.	12,377	8,720	4,736	3,596	-	-	-	-	-	-	-	-
<u>CUNY</u>	65,326	64,879	42,079	51,597	2,432	2,083	8,813	13,609	-	-	-	-
4-Year	44,031	43,519	22,746	28,218	2,432	2,083	8,813	13,609	-	-	-	-
Comm. Coll.	21,295	21,360	19,333	379	-	-	-	-	-	-	-	-
<u>Independent</u>	116,334	86,045	31,830	32,358	17,872	12,030	38,187	36,759	10,293	3,244	1,258	362
4-Year	108,011	76,243	28,492	30,750	17,872	12,030	38,187	36,759	10,293	3,244	1,258	362
2-Year	8,323	9,802	3,338	1,608	-	-	-	-	-	-	-	-

Source: New York State Education Department, Bureau of Statistical Services

TABLE K

FEMALE PROPORTION OF COLLEGIATE DEGREE-CREDIT ENROLLMENT IN NEW YORK STATE
BY SECTOR AND TYPE OF ENROLLMENT, FALL 1975

Sector	Women Enrolled as % of Total					
	Undergraduate		Graduate		First-Professional	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
(1)	(2)	(3)	(4)	(5)	(6)	(7)
<u>Total State</u>	46.0%	51.9%	40.4%	53.2%	23.6%	22.2%
<u>SUNY</u>						
4-Year	49.9%	49.6%	38.8%	58.7%	22.1%	10.5%
Community College	44.5%	50.7%	-	-	-	-
Ag. & Tech.	41.3%	43.2%	-	-	-	-
<u>CUNY</u>						
4-Year	49.7%	55.4%	46.1%	60.7%	-	-
Community College	50.1%	54.7%	-	-	-	-
<u>Independent</u>						
4-Year	41.4%	51.9%	39.1%	46.1%	24.0%	22.3%
2-Year	54.1%	32.5%	-	-	-	-

Raw Data Source: Information Center on Education, New York State Education Department.

TABLE L

THE DISTRIBUTION OF WOMEN STUDENTS AMONG THE SECTORS
OF HIGHER EDUCATION IN NEW YORK STATE
FALL 1975

	Total Degree-Credit Enrollment		Women Enrollment		
	Number	% of Total State	Number	As a % of Sector Enrollment	As a % of All Women Enrolled in New York State
(1)	(2)	(3)	(4)	(5)	(6)
<u>Total State</u>	995,004	100.0%	475,050	47.7%	100.0%
<u>SUNY</u>					
4-year	171,570	17.2%	85,515	49.8%	19.0%
2-year	186,044	18.7	86,569	46.5%	18.2
<u>CUNY</u>					
4-year	165,451	16.6%	87,429	52.8%	18.4%
2-year	85,367	8.6%	44,739	52.4%	9.4%
<u>Independent</u>					
4-year	363,501	36.5%	159,388	43.8%	33.6%
2-year	23,071	2.3%	11,410	49.5%	2.4%

Source: Higher Education Data System, Information Center on Education, New York State Education Department.

Note: Detail may not add to total due to rounding.

TABLE M

SELECTED ADMINISTRATORS IN NEW YORK STATE
COLLEGES AND UNIVERSITIES, 1975

Position	Non-Public			Public		
	Men	Women	Percent Women	Men	Women	Percent Women
President	115	19	14%	80	1	1%
Chief Academic Officer	91	24	21%	64	4	6%
Chief Business Officer	105	22	17%	75	2	3%
Chief Development Officer	74	9	11%	15	1	6%
Chief Planning Officer	24	5	17%	26	2	7%
Chief Public Relations Officer	35	11	24%	25	8	24%
Director of Admissions	73	33	31%	54	6	10%
Assistant to the President	22	9	29%	24	8	25%
Registrar	56	58	51%	54	14	21%

These data are based on administrative officers listed on Institutional Characteristics printouts submitted by colleges in July 1975. The numbers do not reflect complete reporting because an institution may list only the administrators it wishes to have listed in the USOE Higher Education Directory.